

جامعة مؤتة

عمادة الدراسات العليا

أثر العوامل التنظيمية والتكنولوجية والمادية في جهود التطوير التنظيمي في الجهاز الحكومي بدولة الكويت "دراسة ميدانية على وحدات التطوير التنظيمي"

إعداد الطالب

نايف بكر ضيف الله شرار

إشراف

الأستاذ الدكتور حلمي شحادة

رسالة مقدمة إلى عمادة الدراسات العليا

استكمالاً لمتطلبات الحصول على درجة

الماجستير في الإدارة العامة قسم الإدارة العامة

جامعة مؤتة، 2006

بسم الله الرحمن الرحيم



MUTAH UNIVERSITY

Deanship of Graduate Studies

جامعة مؤتة

عمادة الدراسات العليا

نموذج رقم (14)

إجازة رسالة جامعية

تقرر إجازة الرسالة المقدمة من الطالب نايف بكر شرار الموسومة بـــ:

أثر العوامل التنظيمية والتكنولوجية والمادية في جهود التطوير التنظيمي في الجهاز الحكومي بدولة الكويت- دراسة ميدانية على وحدات التطوير التنظيمي

استكمالا لمتطلبات الحصول على درجة الماجستير في **الإدارة العامة.**

القسم: الإدارة العامة.

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81	[illegible] ………………
81	1.5 [illegible] ………………………………………
81	2.5 [illegible] ………………………………………
85	3.5 [illegible] ………………………………………
87	[illegible] ………………………………………
92	[illegible] ………………………………………

[illegible]

[illegible]

92

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

2006 [illegible]

[illegible]

(186) [illegible]

[illegible]

[illegible]

[illegible]

1. [illegible]

2. [illegible]

[illegible]

1. [illegible]

2. [illegible]

Abstract

The Effect of Organizational, Technological, and Financial Factors on Organizational Development Efforts at Public Sector in State of Kuwait

Naif Baker Daif-Allah Sharar

Mu'ta University, 2006

This study aims at identifying organizational development in public sector in State of Kuwait. The sample of the study consisted of (186) employee in organizational development units in Kuwait. Suitable statistical methods were used to answer the questions of the study and testing it's hypothesis.

The study concluded that:

1- The lack of equilibrium between employees authorities and responsibilities was the main problem in preventing OD efforts. In addition, there is a some conflict between public benefits & personal benefits.
2- Organizational factors, technological means, and financial abilities has a significant effect on OD process.

The study consequently recommended the following's:

1- The selection of employees according to scientific standards and objectivity.
2- Updating instructions and rules continuously to cope with environmental changes.

1.1 -:

(12- 11 Ü2000 ...)

(313 Ü1994 ...)

(22- 11 Ü1995 ...)

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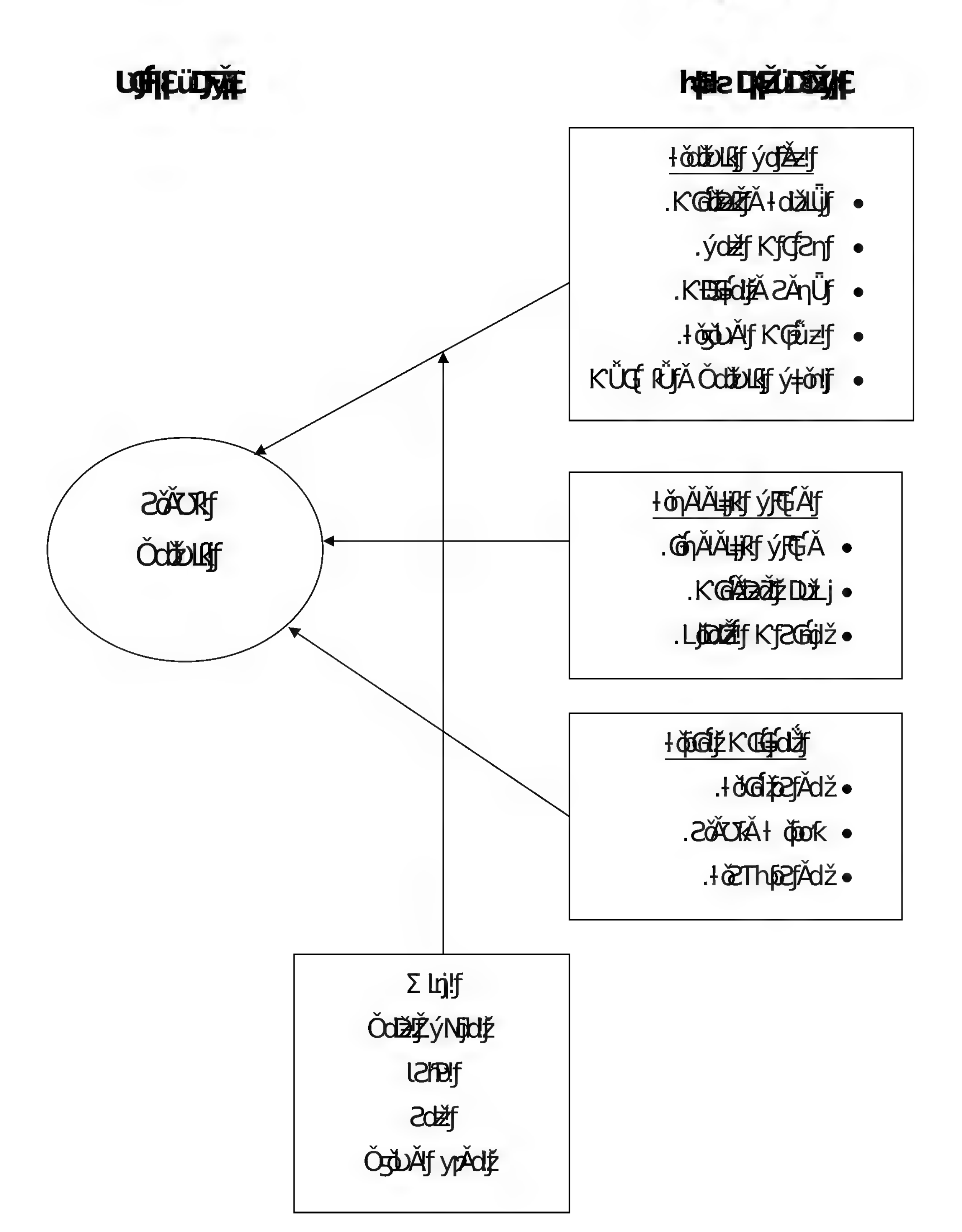
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.6

.7

5.1

(0.05 = α)



[illegible]

[illegible]

[illegible] 2

[illegible] 1.2

[illegible]

[illegible] (Organizational Development) [illegible]

[illegible] (OD) [illegible]

[illegible]

.(7 [illegible] 2003 [illegible])

[illegible]

[illegible]

[illegible] (Kurt Lewin) [illegible]

(Abraham [illegible] (Carl Rogers) [illegible]

.Maslow)

(Organizational Development) [illegible]

[illegible] (Jane Mouton) [illegible] (Robert Blake) [illegible]

[illegible] (Herbert Shepard) [illegible]

(Ritchard [illegible]

[illegible] Beckhard)

[illegible] 1957 [illegible]

[illegible]

.(Brown, 2006, 9) [illegible] 1945 [illegible] (Kurt Lewin) [illegible]

[illegible]

[illegible]

[illegible]

(47 :1990)

.1

.2

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.4

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.(24 :1994)

(Ritchard Beckhard)

.(French & Bell, 1995, 24)

(French & Bell)

.(French & Bell, 1995, 24)

(Brown)

.(Brown, 2006, 3)

[illegible]

[illegible]

[illegible] 2004 [illegible] (13.

[illegible]

[illegible]

[illegible] :-

1. [illegible].
2. [illegible]

[illegible].

3. [illegible].
4. [illegible].

2.1.2 [illegible]

[illegible]

[illegible] 1988 [illegible] (6. [illegible]

[illegible]

[illegible] 1990 [illegible] (51.

[illegible]

(Brown, 2006, 6) : [illegible]

1. [illegible]
2. [illegible]
3. [illegible]

(25 ،1994 [illegible]) : [illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]

[illegible]

(14 ،2003 [illegible]) : [illegible]

1. [illegible]
2. [illegible]

.3

.4

.(14 1995

3.1.2

[illegible]

[illegible] (Brown, 2006, 8) : [illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]

[illegible]

[illegible]

[illegible] (Lorance & Lorsh) [illegible]

[illegible] (28 [illegible] 2003 [illegible]) : [illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]
6. [illegible]
7. [illegible]

[illegible]
(18 [illegible] 1995 [illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]
6. [illegible]

[illegible]
(314 [illegible] 1994 [illegible]

1. [illegible]
2. [illegible]

(115 [illegible] 1990 [illegible]

1. [illegible]
2. [illegible]
3. [illegible]

4. [illegible]
[illegible]

5. [illegible]
[illegible]

[illegible]
[illegible] (17 [illegible] 2003 [illegible])

1. [illegible]
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[illegible]

2. [illegible]
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[illegible]

4. [illegible]
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[illegible]

5. [illegible]
[illegible]

[illegible]
[illegible]
(11 [illegible] 2003 [illegible])

1. [illegible]
[illegible]

2. [illegible]
[illegible]

3. [illegible]

4. [illegible]

5. [illegible]

2 [illegible]

[illegible] (Berger & Dickson) [illegible] (Elton Mayo) [illegible] 2003، 25).

[illegible]:

[illegible].

2.2

2.2.2

1933 - 1924

(Elton Mayo)

(Roethlis Berger)

(Western Electric) (Hawthorne)

1932- 1927

(26 1992)

(30 2003)

(Argris)

(Maslow) (Mcregor) (Lickart)

(Hertzberg)

(29 2003

(H.Simon)

(49 ،2004)

(Miller)

(Porter) (Milgrom & Robert)

(Siggelkow, 2002,1)

(Nadler & Tushman, 1997, 26)

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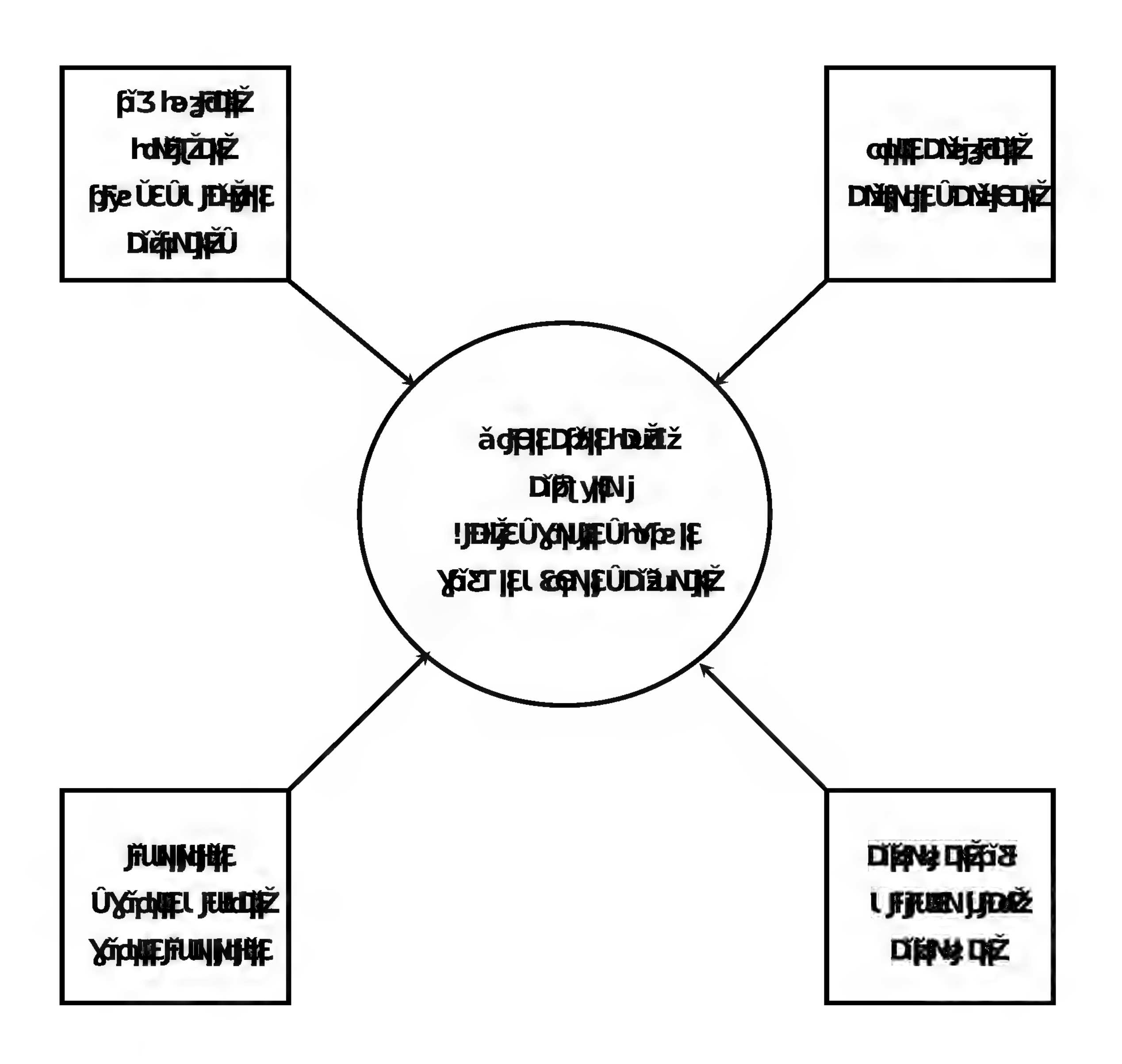
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[illegible]

4. [illegible]

5. [illegible]

[illegible]



[illegible] (1)

[illegible]

(Brown, Donald R. (2006), **An Experiential Approach to Organization Development**. Pearson education, Inc., New Jersy,9)

[illegible]

(17 [illegible] 1995 [illegible]

1. [illegible].

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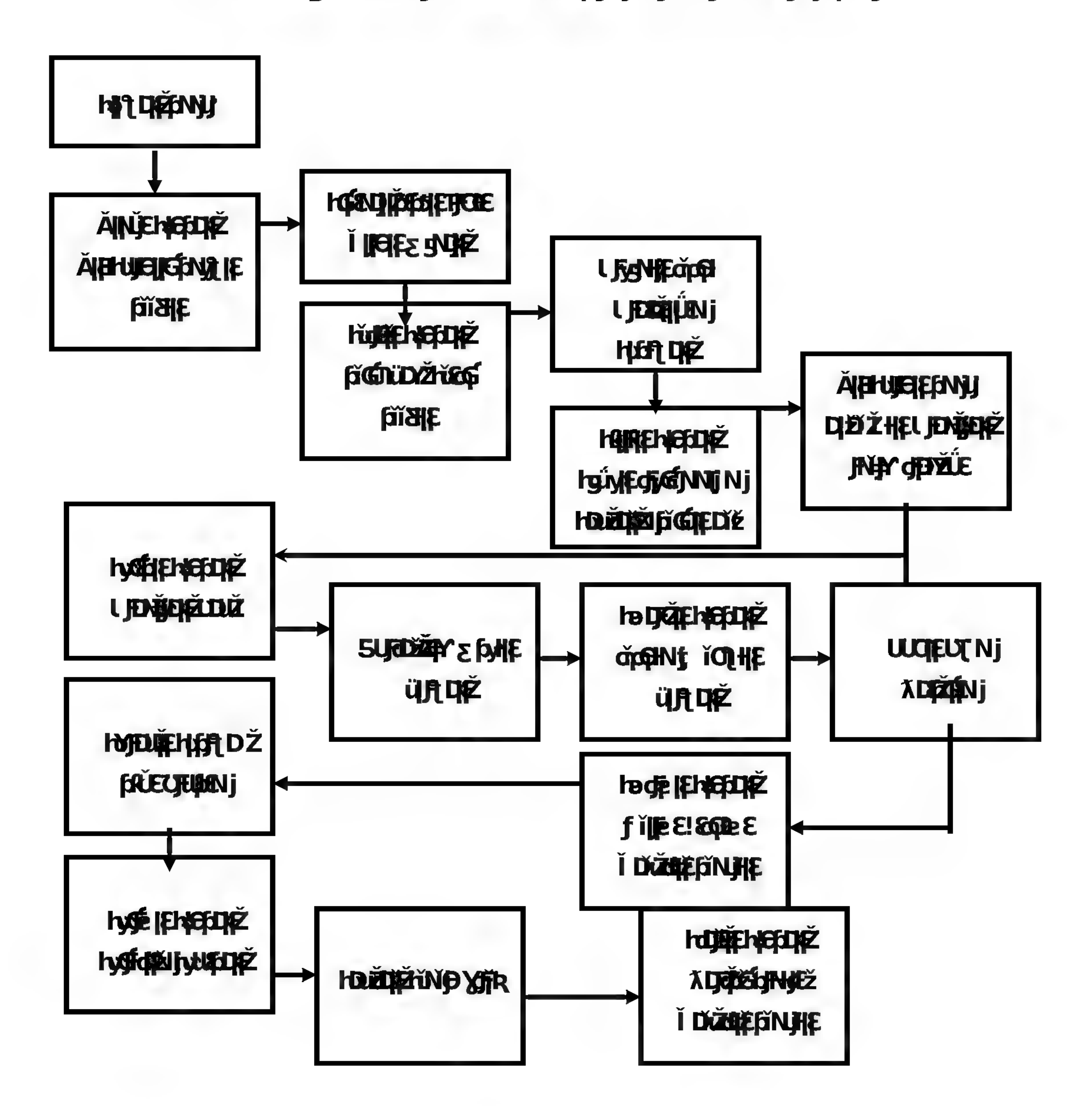
3.2

(31 1994)

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.2

(44 1985



(2)

(1985) ... 48 ... .85

2.3.2

(17 2004)

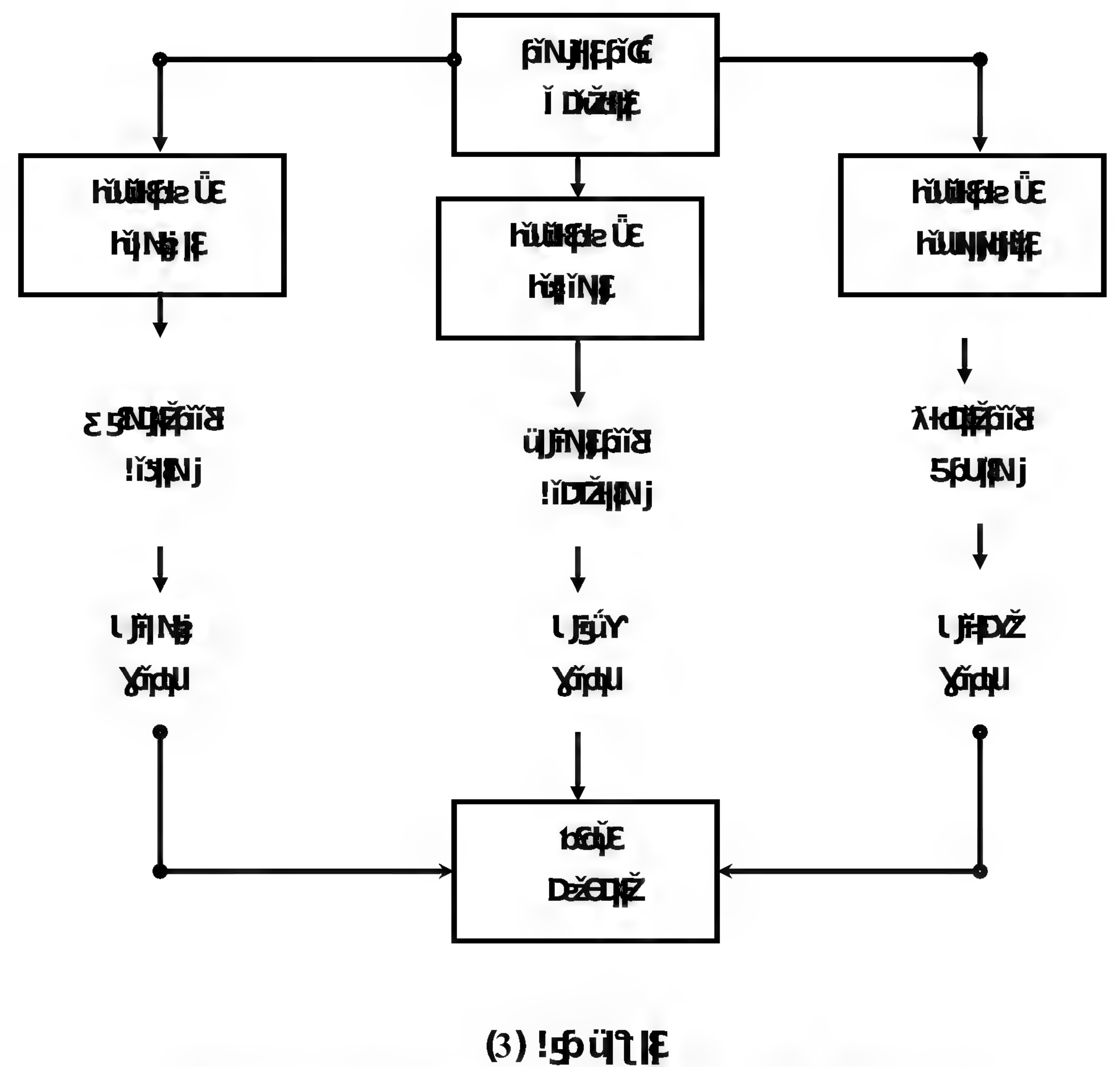
(117 1990)

1.

2.

3.

4.



Brown, Donald R. (2006), An Experiential Approach to Organization Development. Pearson education, Inc., New Jersy. 219

[illegible] 3.3.2

[illegible]
[illegible]
[illegible]
(27 [illegible] 2003 [illegible]) [illegible]

1. [illegible]
2. [illegible]
3. [illegible]

[illegible]

[illegible]

(29 ،1994)

(25 ،1987)

1. (Robert Blake) (Jane Mouton)

(20 ،2004)

2.

(23 2004

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.7

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(Russell & Taylor,
2003, 623)

.9

10.

3.2

(33 1995

1.

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3.

4.

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6.

1999

(19

1.

2.

3.

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.5

(69 1987)

.1

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4.2

4.2

1964 ... 1984 ... 1989

(574 2004)

(11 1985).

4. [illegible]
[illegible]

5. [illegible]
[illegible]
[illegible]

6. [illegible]
[illegible]

7. [illegible]
[illegible]

[illegible]
[illegible] (2000- 1990) [illegible]
[illegible]
(21 [illegible] 2001 [illegible]

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2. [illegible]
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[illegible]
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3. [illegible]

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5. [illegible]

6. [illegible]

7. [illegible]

[illegible] (258 ،1996 [illegible]) [illegible]

[illegible] 284 [illegible] 14 [illegible] (18 [illegible]

1. [illegible]

2. [illegible]

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(369- 364 Ü1996 ...) :

5. [illegible]

6. [illegible]

7. [illegible]

4.2 [illegible]

[illegible] (2004 [illegible] 583)

1. [illegible] (1950 -1960) [illegible]

2. [illegible] (1960 -1970) [illegible]

3. [illegible] (1970 -1980) [illegible]

4. [illegible] (1980 -1990) [illegible]

[illegible]

[illegible] 2004 [illegible] 601 - 611)

1. [illegible]

2. [illegible]

3. [illegible]

4. [illegible]

5. [illegible]

6. [illegible]

5.2 [illegible]

[illegible]

1.5.2 [illegible]

[illegible] 2004 [illegible]

[illegible]

(2003

(2002

(1994)

2.5.2

(Jimmieson , White Peach, 2004)

49

(Cooper David, 2004)

[illegible]

[illegible] (Peter Love et al., 2004) [illegible]

[illegible] (Wise, 2001) [illegible]

[illegible] (Brundley et .al, 1999) [illegible] 93) [illegible]

[illegible] (Nadler,Tushman, 1990) [illegible] Straegic vs. Incremental Change [illegible]

[illegible] Institutionalized [illegible]
[illegible] Anticipative vs. Reactive Change
Tuning [illegible]
[illegible] Adaptation [illegible] Reorientation [illegible]
[illegible] Recreation
[illegible]

[illegible] (Beer, 1990) [illegible]
[illegible]
Organizational [illegible]
[illegible] Competitiveness
[illegible] Revitalization [illegible]
[illegible]

[illegible] (Schaffer &Thomson, 1992) [illegible]
[illegible]

5.2 [illegible]

[illegible]

[illegible]

[illegible] .3

[illegible]

[illegible] .3

[illegible] (195 [illegible]).

[illegible] (191) [illegible] (97.95%) [illegible] (5) [illegible] (186) [illegible] (95.38%) [illegible].

(1) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]
%28	52	[illegible]	[illegible]
%72	134	[illegible]	
%14	26	[illegible]	[illegible]
%29.6	55	[illegible]	
%51.1	95	[illegible]	
%4.3	8	[illegible]	
%1.1	2	[illegible]	
%29.6	55	[illegible] 5	[illegible]
%26.9	50	[illegible] 10-6	
%29.6	55	[illegible] 15-11	
%14	26	[illegible] 16	
%39.2	73	[illegible] 30	[illegible]
%37.1	69	[illegible] 40-31 [illegible]	
%16.7	31	[illegible] 50-41 [illegible]	
%7	13	[illegible] 51	
%14	26	[illegible]	[illegible]
%18.8	35	[illegible]	
%7	13	[illegible]	
%60.2	112	[illegible]	

[illegible] (%72) [illegible] (1) [illegible]
.[illegible] (%28) [illegible]

[illegible] 2003 [illegible]

3.3

(1995 ... 1994 ...

(Likert ... (1994

1. (5)
2. (4)
3. (3)
4. (2)
5. (1)

(38)

1- [illegible] (13 - 1) [illegible]

[illegible] :-

[illegible] (2 - 1) [illegible].

[illegible] (4 - 3) [illegible].

[illegible] (6 - 5) [illegible].

[illegible] (10 - 7) [illegible].

[illegible] (13 - 11) [illegible].

2- [illegible] (22 - 14) [illegible]

[illegible] :-

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[illegible] (19 - 17) [illegible].

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[illegible] (27 - 26) [illegible].

[illegible] (30 - 28) [illegible].

4- [illegible] (38 - 31) [illegible].

3. 4 [illegible]:

[illegible]

3.5 [illegible]:

[illegible] (Cronbach Alpha) [illegible] (2) [illegible].

(2) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]
%83.94	[illegible]	13-1
%87.40	[illegible]	22-14
%85.87	[illegible]	30-23
%91.23	[illegible]	38-31
%94.91	[illegible]	38-1

[illegible] (3) [illegible].

3.[illegible] [illegible]:

[illegible] (SPSS) [illegible]:-

1. [illegible] (Frequencies, Percents) [illegible].
2. [illegible] (Means, Std. Deviation) [illegible].
3. [illegible] (Multiple Regression) [illegible].

4. [illegible] (One-Way ANOVA) [illegible]
[illegible] .

3. [illegible]:

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]

4. 1

[illegible]	3.5
[illegible]	3.49 – 2.5
[illegible]	2.49 - 1

(3.5) (3.49 - 2.5) (2.49)

[illegible]

[illegible]

(3) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%69.8	1.025	3.49	[illegible]	33	1
[illegible]	%69	0.997	3.45	[illegible]	32	2
[illegible]	%68.4	1.001	3.42	[illegible]	34	3
[illegible]	%66.6	1.122	3.33	[illegible]	31	4
[illegible]	%69.8	0.994	3.21	[illegible]	35	5
[illegible]	%64.2	0.971	3.16	[illegible]	36	6
[illegible]	%61.6	1.050	3.08	[illegible]	38	7
[illegible]	%61.4	1.024	3.07	[illegible]	37	8
[illegible]	%65.6	0.806	3.28	[illegible]		

[illegible] (3) [illegible] (33) [illegible] (3.49) [illegible] (37) [illegible] (3.07) [illegible] (%65.6) [illegible] (3.28) [illegible]

[illegible] (31 ،34 ،32 ،33) [illegible] (3.49- 3.21) [illegible] (35

[illegible] (%65) [illegible]

[illegible]

[illegible] (37 ،38 ،36) [illegible]

[illegible] (%65) [illegible] (3.16- 3.07) [illegible]

[illegible]

[illegible]

[illegible]:

(4) [illegible]

[illegible]

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[illegible]	%79.2	0.944	3.96	[illegible]	9	2
[illegible]	%78	0.892	3.90	[illegible]	4	3
[illegible]	%76	0.893	3.80	[illegible]	12	4
[illegible]	%74.4	0.934	3.72	[illegible]	1	5
[illegible]	%73.4	0.974	3.67	[illegible]	11	6
[illegible]	%72.6	1.089	3.63	[illegible]	8	7
[illegible]	%71.6	0.939	3.58	[illegible]	2	8
[illegible]	%71.2	1.075	3.56	[illegible]	10	9
[illegible]	%67	1.154	3.35	[illegible]	13	10
[illegible]	%63.2	1.168	3.16	[illegible]	5	11
[illegible]	%62.6	1.251	3.13	[illegible]	6	12
[illegible]	%59.6	1.212	2.98	[illegible]	7	13
[illegible]	%71.6	0.608	3.58	[illegible]		

[illegible] (4) [illegible]

(2) [illegible] (4.11) [illegible] (9) [illegible] (2.98) [illegible]

[illegible] %71.6) [illegible] (3.58) [illegible]

[illegible]

[illegible]

[illegible] 5 [illegible] 1 [illegible] 6 [illegible] 3 [illegible] 11 [illegible] 2) [illegible]

(4.11- 3.56) [illegible] (12 [illegible] 4 [illegible] 10

[illegible] %82.2- %71.2) [illegible]

[illegible]

[illegible] (8 [illegible] 7 [illegible] 13) [illegible]

- %62.6) [illegible] (3.35- 3.13) [illegible]

[illegible] %67

(2.98) [illegible] (9) [illegible]

[illegible] %59.6) [illegible]

[illegible]

[illegible]

(5) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%73.8	0.981	3.69	[illegible]	14	1
[illegible]	%73.2	0.980	3.66	[illegible]	22	2
[illegible]	%73	0.949	3.65	[illegible]	18	3
[illegible]	%72.6	0.990	3.63	[illegible]	17	4
[illegible]	%72.4	1.002	3.62	[illegible]	21	5
[illegible]	%71	1.086	3.55	[illegible]	20	6
[illegible]	%70.8	1.003	3.54	[illegible]	15	7
[illegible]	%69.8	1.041	3.49	[illegible]	19	8
[illegible]	%68	1.042	3.40	[illegible]	16	9
[illegible]	%71.6	0.712	3.58	[illegible]		

[illegible] (5) [illegible] (3.69) [illegible] (22) [illegible] (3.40) [illegible] (14) [illegible] (3.58) [illegible] (%71.6) [illegible].

[illegible] (14 [illegible] 21 [illegible] 17 [illegible] 15 [illegible] 20 [illegible] 16 [illegible] 19) [illegible] (3.69 - 3.54) [illegible] (%73.8 - %70.8) [illegible].

[illegible] (18 [illegible] 22) [illegible] (3.49 - 3.40) [illegible] (%69.8 - %68) [illegible].

[illegible]

[illegible] (6) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%77.8	0.812	3.89	[illegible]	24	1
[illegible]	%73.2	0.906	3.66	[illegible]	26	2
[illegible]	%73	0.919	3.65	[illegible]	25	3
[illegible]	%71	0.936	3.55	[illegible]	28	4
[illegible]	%69.8	0.960	3.49	[illegible]	30	5
[illegible]	%68.4	1.104	3.42	[illegible]	23	6
[illegible]	%68.4	1.012	3.42	[illegible]	29	7
[illegible]	%67	0.999	3.35	[illegible]	27	8
[illegible]	%71.2	0.680	3.56	[illegible]		

[illegible] (6) [illegible] (25) [illegible] (3.89) [illegible] (28) [illegible] (3.35) [illegible] (%71.2) [illegible] (3.56) [illegible]

[illegible] (28 [illegible] 26 [illegible] 24 [illegible] 25) [illegible] (3.89- 3.55) [illegible] (%77.8- %71) [illegible]

[illegible] (27 ،29 ،23 ،30) [illegible] (3.49-3.35) [illegible] (%69.8-%67) [illegible].

[illegible]

(7) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%59.6	1.212	2.98	[illegible]	7	1
[illegible]	%61.4	1.024	3.07	[illegible]	37	2
[illegible]	%61.6	1.050	3.08	[illegible]	38	3
[illegible]	%62.6	1.251	3.13	[illegible]	6	4
[illegible]	%63.2	1.168	3.16	[illegible]	5	5
[illegible]	%64.2	0.971	3.16	[illegible]	36	6
[illegible]	%69.8	0.994	3.21	[illegible]	35	7
[illegible]	%66.6	1.122	3.33	[illegible]	31	8
[illegible]	%67	1.154	3.35	[illegible]	13	9
[illegible]	%67	0.999	3.35	[illegible]	27	10
[illegible]	%68	1.042	3.40	[illegible]	16	11
[illegible]	%68.4	1.104	3.42	[illegible]	23	12
[illegible]	%68.4	1.012	3.42	[illegible]	29	13
[illegible]	%68.4	1.001	3.42	[illegible]	34	14
[illegible]	%69	0.997	3.45	[illegible]	32	15
[illegible]	%69.8	1.041	3.49	[illegible]	19	16
[illegible]	%69.8	0.960	3.49	[illegible]	30	17
[illegible]	%69.8	1.025	3.49	[illegible]	33	18

4. [illegible]

[illegible]

[illegible] (Analysis Of variance) [illegible]

(8) [illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	43.773	13.190	5	65.951	[illegible]
		0.301	180	54.240	[illegible]
			185	120.191	[illegible]

*[illegible] (0.05=α)

[illegible] (R^2) = 0.549

[illegible] (F) [illegible] (0.05=α) [illegible] (180 [illegible]5) = 2.21

[illegible] (8) [illegible] (F) [illegible] (43.773) [illegible] (2.21) [illegible] (0.05 =α) [illegible] (180 [illegible]5) [illegible] (54.9%) [illegible]

(9) [illegible]

[illegible]

[illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
0.028	2.209	0.147	0.070	0.154	[illegible]
0.138	- 1.490	- 0.092	0.065	- 0.096	[illegible]
0.000	4.998	0.297	0.048	0.239	[illegible]
0.000	3.702	0.254	0.073	0.270	[illegible]
0.000	4.052	0.290	0.076	0.308	[illegible]

(0.05=α) [illegible]*

1.645 =(0.05=α) [illegible] (T) [illegible]

[illegible] (9) [illegible] (t) [illegible] (Beta) [illegible] (0.297 [illegible] 0.147) [illegible] (Beta) [illegible] (t) [illegible] (290 [illegible] 0.254 [illegible] (1.645) [illegible] (0.05 =α).

[illegible] (t) [illegible] (0.092) [illegible] (Beta) [illegible] (1.645) [illegible] (1.490) [illegible] (0.05 =α).

[illegible]:

1. [illegible]
[illegible]

2. [illegible]

(10) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]

F [illegible]	F [illegible]	R^2 [illegible]	[illegible]
*0.000	113.546	0.382	[illegible]
*0.000	83.436	0.477	[illegible]
*0.000	69.842	0.535	[illegible]
*0.000	53.799	0.543	[illegible]

(0.05=α) [illegible] *

[illegible] *

Stepwise Multiple [illegible] Regression [illegible] (10) [illegible] (%38.2) [illegible]

[illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible]

(11) [illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	46.489	17.381	3	52.144	[illegible]
		0.374	182	68.047	[illegible]
			185	120.191	[illegible]

(0.05=α) [illegible]*

0.434 = (R^2) [illegible]

2.60 = (182 [illegible] 3) [illegible] (0.05=α) [illegible] (F) [illegible]

[illegible] (11) [illegible] (46.489) [illegible] (F) [illegible] (182 [illegible] 3) [illegible] (0.05 = α) [illegible] (2.60) [illegible] %43.4) [illegible] .([illegible])

(12) [illegible]

[illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
*0.000	3.790	0.320	0.090	0.342	[illegible]
*0.005	2.815	0.257	0.091	0.255	[illegible]
0.086	1.524	0.153	0.089	0.153	[illegible]

* [illegible] (0.05=α)

(T) [illegible] (0.05=α) = 1.645

[illegible] (12) [illegible] (Beta) [illegible] (t) [illegible] (Beta) [illegible] (0.320 [illegible] 0.257) [illegible] (t) [illegible] (1.645) [illegible] (0.05 = α).

[illegible] (Beta) [illegible] (0.153) [illegible] (t) [illegible] (1.524) [illegible] (1.645) [illegible] (0.05 = α).

[illegible]:

1. [illegible]

[illegible] 2.
[illegible]
[illegible].

(13) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]
[illegible]
[illegible].

[illegible] F	[illegible] F [illegible]	[illegible] R^2 [illegible]	[illegible]
*0.000	107.544	0.369	[illegible]
*0.000	67.520	0.425	[illegible]

* [illegible] (0.05=α)
* [illegible]

Stepwise Multiple [illegible] Regression [illegible] (13) [illegible] 36.9%) [illegible] 42.5%) [illegible].

[illegible]

[illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible]

(14) [illegible]

[illegible] (Analysis Of variance) [illegible]

[illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	50.609	18.221	3	54.664	[illegible]
		0.360	182	65.527	[illegible]
			185	120.191	[illegible]

* [illegible] (α=0.05)

0.455 = (R^2) [illegible]

2.60 = (182 [illegible] 3) [illegible] (α=0.05) [illegible] (F) [illegible]

[illegible] (14) [illegible] (F) [illegible] (50.609) [illegible] (2.60) [illegible] (α= 0.05) [illegible] (182 [illegible] 3) [illegible] (%45.5) [illegible]

(15) [illegible]

[illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
*0.001	3.491	0.273	0.086	0.299	[illegible]
0.643	0.464	0.040	0.086	0.039	[illegible]
*0.000	5.623	0.441	0.081	0.454	[illegible]

(0.05=α) [illegible] *

1.645 =(0.05=α) [illegible] (T) [illegible]

[illegible] (15) [illegible] (t) [illegible] (Beta) [illegible] (Beta) [illegible] (5.623 [illegible] 3.491) [illegible] (t) [illegible] (0.441 [illegible] 0.273) [illegible] (1.645) [illegible] .(0.05 =α)

[illegible] (t) [illegible] (0.040) [illegible] (Beta) [illegible] (1.645) [illegible] (0.464) [illegible] .(0.05 =α)

:[illegible]

1. [illegible]

.[illegible]

[illegible] 2.
[illegible].

(16) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]
[illegible]

[illegible] F	F [illegible]	R^2 [illegible]	[illegible]
*0.000	122.820	0.400	[illegible]
*0.000	76.133	0.454	[illegible]

* [illegible] (0.05=α)
* [illegible]

[illegible] Stepwise Multiple Regression [illegible] (16) [illegible] (40%) [illegible] (45.4%) [illegible]

[illegible] = α) [illegible] (0.05

(17) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
0.470	3.84	0.525	0.794	3.21	(184 [illegible])	[illegible]	[illegible]
			0.812	3.30		[illegible]	
0.531	2.37	0.794	0.637	3.15	(181 [illegible])	[illegible]	[illegible]
			0.743	3.40		[illegible]	
			0.865	3.22		[illegible]	
			1.027	3.39		[illegible]	
			0.707	3.75		[illegible]	
0.697	2.60	0.479	0.724	3.26	(182 [illegible])	[illegible] 5	[illegible]
			0.829	3.18		[illegible] 10- 6 [illegible]	
			0.873	3.33		[illegible] 15- 11 [illegible]	
			0.802	3.38		[illegible] 16	
0.524	2.60	0.750	0.747	3.28	(182 [illegible])	[illegible] 30	[illegible]
			0.874	3.30		[illegible] 40 - 31 [illegible]	
			0.870	3.12		[illegible] 50 – 41 [illegible]	
			0.575	3.50		[illegible] 51	
0.456	2.60	0.874	0.721	3.42	(182 [illegible])	[illegible]	[illegible]
			0.850	3.31		[illegible]	
			0.830	3.49		[illegible]	
			0.809	3.21		[illegible]	

[illegible]

[illegible]

1.5 [illegible]

[illegible]

5 [illegible]

[illegible] - :

1. [illegible] (3) [illegible] (3.28) [illegible] (33) [illegible] (3.49) [illegible] (37) [illegible] (3.07) [illegible] (%69.8) [illegible] (%61.4) [illegible]

[illegible]

(2004 [illegible])

.4 [illegible] (6) [illegible]

(3.56) [illegible]

(3.89) [illegible]

(27) [illegible] (3.35) [illegible] (24)

(%77.8) [illegible]

(%67) [illegible]

(1999 [illegible])

5 [illegible] (7) [illegible]

(2.98) [illegible] (33) [illegible] (3.49) [illegible]

(7) [illegible]

[illegible] (%59.6) [illegible]
[illegible]
[illegible] (%61.4) [illegible]
[illegible]
[illegible] (%61.6) [illegible]
[illegible]
[illegible] .(%69.8) [illegible]
[illegible]
[illegible]
[illegible]

[illegible] (2003 [illegible] (2004 [illegible]

6. [illegible] (9) [illegible]
[illegible]

7. [illegible] (12) [illegible]
[illegible]

.8 [illegible] (15) [illegible]

.9 [illegible] (17) [illegible]

3.5 [illegible]:

[illegible]

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]

(1995)

(2001)

(2003)

(1985) 25-22

(1990) (67) 70-45

(1985) 25-22

(1987)

(1994) (10) (2) 360-313

(1992)

(K.P)

[illegible] (2003) [illegible]
[illegible]
[illegible]

[illegible] (2003) [illegible]
[illegible]
[illegible] 16-13 [illegible]

[illegible] (1994) [illegible]
[illegible]

[illegible] (1985) [illegible]
[illegible] 25-22 [illegible]

[illegible] (2003) [illegible]
[illegible]
[illegible]

[illegible] (2004) [illegible]
[illegible]
[illegible]

[illegible] (2000) [illegible]
[illegible]

[illegible] (1988) [illegible]
[illegible] (2) [illegible] (12) [illegible]
.21-5

[illegible] (1997) [illegible]
[illegible]
.388-353 [illegible] (3) [illegible] (37)

[illegible] (1994) [illegible]
[illegible]
[illegible]

[illegible] (1996) [illegible]
[illegible]

[illegible] (2004) [illegible]
[illegible]

[illegible] (1999) [illegible]
[illegible]
[illegible]

[illegible] (1985) [illegible]
[illegible] 48 [illegible]
.60-33 [illegible]

[illegible] (1990) [illegible]
[illegible] (1) [illegible] (17) [illegible]
.138-109

[illegible] (2000) [illegible]
[illegible]

[illegible] (2001) [illegible]
[illegible] 2000-1990 [illegible]

[illegible] (2001) [illegible]
[illegible] 2000-1990 [illegible]
[illegible]

[illegible] (2004) [illegible]
-573 [illegible] 3 [illegible] (44) [illegible]
.617

(2003)

(2004)

(1999)

(2002)

(1995)

(1997)

-2005/2004 (2006)
2006/2005

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(c) 5epDŽ

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[illegible]

[illegible]) [illegible] :

[illegible]:

[illegible]	[illegible]

[illegible]:

[illegible]	[illegible]	[illegible]
[illegible]		[illegible]

[illegible]:

[illegible] 10- 6 [illegible]	.[illegible] [illegible]
[illegible] 16 . [illegible]	[illegible] 15 - 11 [illegible]

[illegible]:

[illegible] 40 - 31 [illegible]	[illegible] 30 . [illegible]
[illegible] 51 . [illegible]	[illegible] 50 - 41 [illegible]

[illegible]:

. [illegible]	[illegible]
[illegible]	. [illegible] . [illegible]

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
					[illegible]	1
					[illegible]	2
					[illegible]	3
					[illegible]	4
					[illegible]	5
					[illegible]	6
					[illegible]	7
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					[illegible]	9
					[illegible]	10
					[illegible]	11
					[illegible]	12
					[illegible]	13
					[illegible]	14
					[illegible]	15
					[illegible]	16
					[illegible]	17

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
					[illegible]	18
					[illegible]	19
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					[illegible]	23
					[illegible]	24
					[illegible]	25
					[illegible]	26
					[illegible]	27
					[illegible]	28
					[illegible]	29
					[illegible]	30
					[illegible]	31
					[illegible]	32
					[illegible]	33
					[illegible]	34

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
					[illegible]	35
					[illegible]	36
					[illegible]	37
					[illegible]	38